

President McCarthy
Testifies before U.S. Senate
p. 3

Schneider National
Can truckload be organized?
p. 4

IBT Constitution
Winning back lost rights
p. 6

United Parcel
Part-timers need equal pay
p. 8

TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

May 1989 #87

How Concessions Destroyed a Company Pilot Pockets Givebacks, Shuts Doors

"The company and the union are very close to a settlement. No one should worry. There's plenty of money to pay everybody."

— Vinnie Ammons, former Local 776 business agent and now head of labor relations for Pilot Freight Carriers, Inc., to Local 560 Pilot employees the week of April 9

Would you buy a used car from this man? Most Pilot employees wouldn't. It all started in the spring of 1988 when Ammons drove around the country with then-Pilot CEO Al Fasola, promising thousands of employees that the financially troubled company could be saved if only the workers would agree to a 10% wage cut in exchange for a profit-sharing plan. Ammons called Teamsters who expressed doubts about the Article 6 concession "ungrateful and disloyal to the company."

Pilot's union employees proved their loyalty, approving the wage cut by 98%. It is now one year later and Pilot has shut its doors for good. Following is what the 10% giveback bought for 1,900 Pilot Teamsters:

- In December 1988, Fasola sold the company to Allen D. Musgrove, who had bought-and-destroyed 22 other carriers subsidiary to US Truck Lines before acquiring Pilot. One, Brown Express Intrastate, was a union carrier whose assets Musgrove liquidated after drivers voted down a contract that would have reduced their wages by \$7 an hour. On the same day he bought Pilot, Musgrove contracted to sell all of its equipment to Arrow Truck Sales at a ridiculously low price.

- While claiming he intended to keep Pilot operational, Musgrove continued to sell Pilot's assets and lay off Pilot employees. On March 13, he laid off all who remained and shut down the terminals that

continued on page 4

Reach Out, Educate and Organize

Ready to Meet the Challenge

We've been paying special attention to our fellow Teamsters, listening to their thoughts since the court order March 14 in which we won the Right to Vote for our International officers and convention delegates. The response from thousands of Teamsters is enthusiastic, as the way is clear for a new day in our union. TDU members especially have expressed great pride in winning what many called impossible.

Our biggest challenge right now may not be the stale leadership at the top of our union, but overcoming the cynicism among many of our brother and sister Teamsters. Some do not understand the enormous changes that have occurred so swiftly. Many haven't even heard of our Right to Vote victory and what it can mean for our pensions, contracts, grievance procedures and job security. Others are confused by the misinformation being spread by certain officials.

This is understandable. After a generation of being closed out, members are skeptical. Our job is to reach them, educate them and organize them.

Democracy cannot be given to the rank and file, it has to be taken. The Right to Vote in a one-party system doesn't mean much. It is up to every concerned Teamster to take that one step forward so our union becomes a two-party system.

The TDU International Steering Committee met April 1 to set plans in motion:

- **An expansion program.** We are hiring new organizers and mobilizing a network of volun-

teer organizers. We need our members to become activists, and our chapters to become better organized. We need to organize local-by-local and shop-by-shop. TDU must grow, and grow quickly. We need the many thousands of rank and file Teamsters who quietly support our stands—on contracts, on the Right to Vote, on a democratic union—to get off the fence and fill out the membership form on page 12.

- **A program for the future.** We seek input from as many Teamsters as possible to develop a detailed program for organizing the unorganized, dramatic pension improvements, stronger contracts, restoring membership participation and control, revamping our grievance procedures, and new leadership in our union. As part of this process we will prepare a national survey.

- **Delegates who support our program.** We have the chance to elect delegates from every local, including yours, to attend the IBT Convention and rewrite the policies, structure and leadership of our union. TDU is committed to fully supporting and leading that campaign. We need functioning committees and chapters in each local area to make it happen. We intend to

put hundreds of delegates on the floor of the IBT Convention who are there to implement that rank and file program. We will be supporting qualified candidates for International offices, who will be properly nominated by the delegates we elect, and then presented to the rank and file for the election. But this can only happen with the growth in our movement talked about here.

- **TDU Rank & File Convention, Nov. 11-12, Pittsburgh.** Six months from now the rank and file Teamsters who are going to make this happen will meet to refine our plans, develop our programs and discuss our candidates. You are invited to participate. Make plans now to be at the most important rank and file gathering in the history of our union.

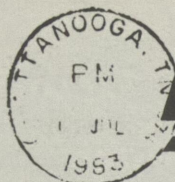
A new awakening and vitality is sweeping our union and the whole labor movement. Eight years ago an airline union was destroyed without a whimper from labor. Today an airline union is again under the gun, but this time action and solidarity are making a difference. A union buster is on the run.

In our Teamsters union, that awakening is coming about through TDU. Let's make the very most of it.

Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

Non-Profit Org.
U.S. Postage
PAID
Detroit, Mich.
Permit No. 1519

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU (application on back page) to help improve our union.



From the Members

Focus on Pensions

We must focus on pensions—have fair and just pensions for all retirees. We need cost-of-living increases, such as social security gives. I was always told what a good pension we Teamsters have. During the past two weeks, I talked to six retirees from other companies and they all have much better pensions than I do. I retired on Sept. 30, 1986, with 33 years of service at \$900 a month. Now it's \$850 a month. They take out \$50 for health and welfare. A month after that they came out with transplant coverage.

Leroy F. Hoffman
Local 600, Roadway (retired)
Florissant, Mo.

TDUers Support Fired Member

Enclosed are my membership fees for '89. I was not planning on renewing for this year because I was leaving UPS after being vested (in the pension plan). Well, I was discharged before I could quit and I got a lot of support from my fellow TDU mem-

bers here in San Diego and from TDU staff in Detroit. Needless to say, it's nice to know someone cares and is willing to go to bat for you when you're in a jam. TDU cares and I thank you for that.

David Guidero
Local 542, UPS
San Diego

Editor's note: Brother Guidero was reinstated at his panel hearing with no back pay for his 30 days off.

30-and-Out in West

I would like to see the 30-year-service retirement plan, regardless of age, implemented for United Parcel employees. I was one of several thousand drivers who signed your petition.

Thanks TDU for doing a super job. Keep it up!

Al Lopez
Local 70, UPS
El Sobrante, Calif.

Copyright © 1989 by Teamsters for a Democratic Union. Contents may be reprinted by labor unions or rank and file organizations for use in the promotion of union democracy. Employers and all others may not use these materials without the specific, written permission of Teamsters for a Democratic Union. If material is used, its source, TDU Convoy Dispatch, must be cited.

Organize Now for UPS Contract

I believe we should begin now to gather issues we want addressed in the next UPS contract. For example, better pension benefits and 20-and-out, and clearer and more specific contract language on excessive overtime: not 9.5 hours per day, but 8.5 hours, like a real job! Three personal days a year paid, 12 paid sick days and three weeks vacation after five years.

We need to coordinate and solidify our position now. The National Negotiating Committee works for us, the rank and file, not UPS. For the first time we have the power to turn back a wimpy contract, unlike the last contract they "gave" us. I want to send them clear instructions on what to demand from UPS management. If they earn that big money, they should do a big job.

On a more positive note, I want to thank all the brothers and sisters at TDU for helping in our struggle to get our union back to where it belongs, in our hands.

David E. Gerlach
Local 385, UPS
Cocoa, Fla.

TDU Steering Committee

Co-Chairs:

Joe Day, Worcester, Mass., Local 170
Diana Kilmury, Vancouver, B.C., Local 213
Michael Ruscigno, New York Local 138
Michael Savoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

John Braxton, Philadelphia Local 623
Dan Campbell, Saginaw, Mich., Local 486
J. Anthony Smith, Washington, D.C., Local 639

Members:

Scott Askey, Barstow, Calif., Local 63
Sarah Bequette, St. Louis Local 600 spouse
Sam Fenn, Los Angeles Local 63
Barbara Mooney, Phoenix Local 104
Luis Ortiz, Phoenix Local 104
O.L. Pinson, Shreveport, La., Local 568
William Stromatt, Atlanta Local 728

Alternates:

Roy Ray, Denver Local 961
Dana Beougher, Tampa Local 79
George Beam, Nashville Local 327

How to Contact TDU Offices

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

TDU Washington Office: 2000 P St., N.W., Room 612, Washington, D.C., 20036. (202) 785-3707.

TDU N.Y./N.J. Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, N.Y., 11217. (718) 852-9230.

TDU Western Organizer: Doug Allan, P.O. Box 7445, La Verne, Calif., 91750. (714) 593-9791.

News & Ideas Worth Spreading!

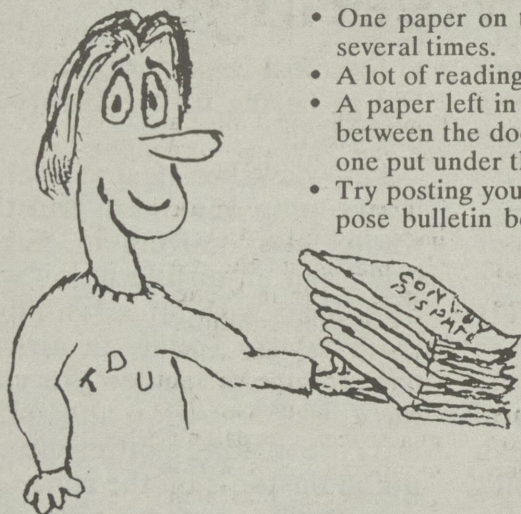
Next year and in 1991 the whole Teamsters union will see major contract negotiations, direct election of delegates to a historic IBT Convention, and the first-ever election of our top officers.

Spreading the news and ideas on reform and contracts to thousands more Teamsters is the number one job right now. We're laying the groundwork for real and lasting change that will protect all Teamsters and our children. That's why you should join the *Convoy Dispatch* circulation drive today.

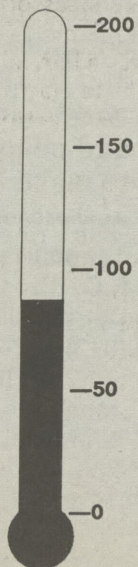
Even a small bundle can go a long way:

- One paper on the lunch room table will get read several times.
- A lot of reading gets done in bathroom stalls.
- A paper left in a truck's door handle or the crack between the door and body is easier to reach than one put under the windshield wiper.
- Try posting your favorite article on a general-purpose bulletin board with a note that anyone who wants more news can see you at break time.

- Send us your ideas for good ways to spread the news.



New Bundle Distributors



Send Me More!

I want to receive a bundle of each issue of *Convoy Dispatch*. Send me:

☐ 10-\$3 ☐ 20-\$5 ☐ 50-\$6 ☐ 100-\$10
other _____ (\$5 per additional 100)

Name _____

Company _____ Local _____

Address _____

City/State _____ Zip _____

Return to TDU, Box 10128, Detroit, Mich. 48210

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1988 for one year. Our Rank & File Convention had 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



Washington Watch

Prepare for New Leadership in the '90s

Top Leadership Crumbling in Time of Crisis

"Weldon Mathis did not even show up. If this was a golf tournament, he would be here. ... Mathis and (International VP) Don West have betrayed this union."

—William McCarthy, to hundreds of local union officials, March 29

"Some members of the Board say that I forced the GEB to agree to this lengthy complex order (which had to take hundreds of man-hours to negotiate) by

entering into a simple five page settlement a week earlier. This kind of statement is an insult to everyone's intelligence. First, our settlement was nothing like the one finally entered into by the Board. Second, McCarthy and his general counsel had been negotiating with the Government at least a few months, and if truth be known, probably many months."

—Weldon Mathis, in his nine-page letter to all local unions, March 31, 1989

McCarthy and Mathis are at each other's throats. Even 'Joe T' Trerotola is angry with McCarthy for trying to push through a settlement that would have forced Joe T and five others off the General Executive Board (GEB). The top IBT leadership would rather fight than lead.

Mathis is attacking McCarthy for conceding to the court order, which ensures the Right to Vote for the rank and file. McCarthy is accusing Mathis of betraying the union by cutting his own separate deal with the government.

McCarthy spent the week of March 27 traveling to five Area Conference meetings (Eastern, Western, Southern, Central and Canadian) to report to hundreds of local officers. As usual, his report rambled on, short on information, but long on misinformation and attacks on Mathis, Presser and others.

Who Will Lead the IBT in the 1990s?

One thing is clear in all this infighting: it is not about what policies will benefit working Teamsters. It is over who gets the biggest salary, who gets to appoint the most friends and relatives to high-paying jobs, and who gets to call the other the most names.

Neither Mathis nor McCarthy has shown anything like the leadership needed to defend and advance our

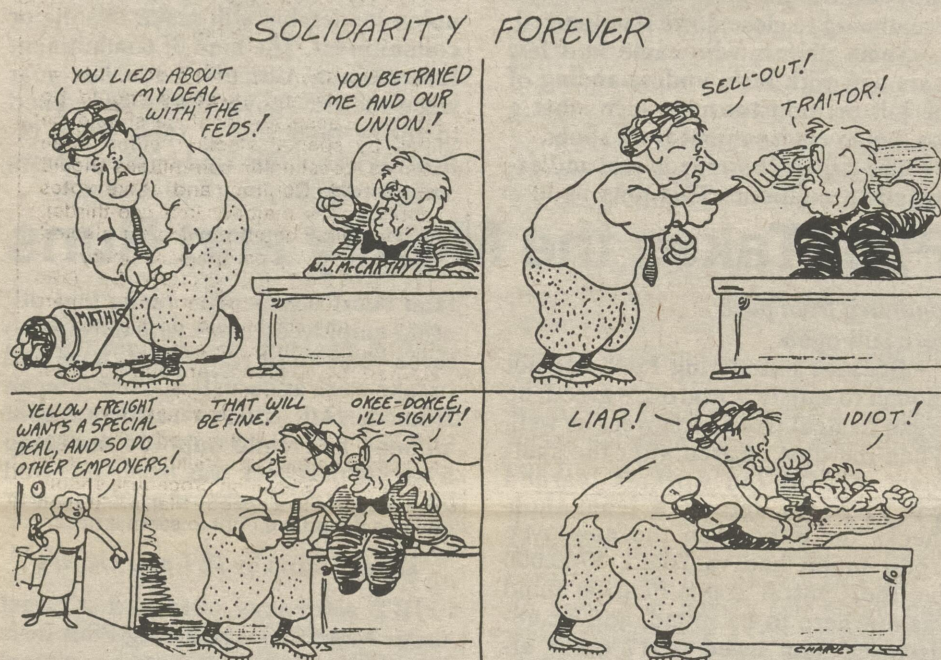
union in the 1990s.

In fact, it is unlikely that either one of them will be a candidate for General President in 1991. McCarthy's honeymoon period is over, and many officers are already tired of his ramblings and lack of direction. Also, He will be 72 years old by the 1991 election and would have to then serve a full five-year term, or a special rank and file election would have to be held. The GEB can no longer appoint successors, under the constitutional changes of the court order.

Mathis lacks the vision to carry on and already showed what he is made of during the Master Freight Agreement fiasco in 1988 while he was acting president. Furthermore, he can only stall the court-supervised election in his home territory of Georgia so long, after he and his sons stole the local union elections 19 months ago.

Thus the situation is really up for grabs with a "new face" likely to be put forward from the same old GEB or their buddies for the 1991 election. We have to organize now to develop the organization, based on local chapters across North America, to elect a new leadership in 1991.

The old leadership is crumbling before our eyes. We can no longer stand by and watch. The future of our union is at stake.



Up, Down and Around

↓ GRATEFUL RETIREE. The April *International Teamster* magazine featured an article to combat the pension rebellion in our union, "Union Praised by Grateful Retiree." The retiree was a former business agent, who receives special pensions. His wife writes that she is grateful for the care she's received during her long-term illness. We certainly wish her well. But she asks, "Where in the world could we have this type of coverage, retirement, and such a good life?" It's not likely to be found in the world of many retirees' common pensions.

↓ NICE WORK IF YOU CAN GET IT. The IBT awarded a multi-million-dollar contract to print the *International Teamster* to the son-in-law of IBT President William McCarthy. McCarthy's daughter is married to Thomas J. Treacy, who runs a small printing business out of his home in Sudbury, a Boston suburb. When a reporter called to question Treacy, an answering machine was taking the calls for Windsor Graphics.

McCarthy's attorney, James Grady, told the *Boston Globe*, "I just

don't know what the criticism could be." He stated competitive bids were taken under the supervision of Duke Zeller, McCarthy's PR director. Grady estimated the contract was worth close to \$3 million a year. In the past, the company that prints the IBT magazine has performed services for counting the ballots in national contract votes.

↑ KIDS ASK, "WHAT IS A UNION?" Working parents, unions and teachers can turn to a booklet of that name, so children can learn why and when unions were formed and how they benefit workers. The 24-page booklet is available for \$1.05 from Cornelius Communications, 2457 E. Washington St., Box 7, Indianapolis, Ind. 46201.

↓ FENCE JUMPER. As IBT associate general counsel for the past 11 years, Joseph E. Santucci participated in negotiating and drafting the NMFA. In January he left the IBT and resurfaced at the management law firm of Morgan, Lewis, which represents the TMI employers in NMFA negotiations!

McCarthy Testifies at U.S. Senate Hearings

IBT President William McCarthy testified April 4 before the U.S. Senate Permanent Subcommittee on Investigations regarding the March 14 court order changing the Teamster Constitution. At the invitation of the subcommittee, TDU presented written testimony, which became the basis of some of the questioning by Senators Sam Nunn (D-Ga) and William Roth (R-Del).

Some of the highlights:

- McCarthy denounced his predecessors, Jackie Presser and Roy Williams. "One was a schemer and one was a liar, and both were mixed up with Costa Nastra (Cosa Nostra)."

- McCarthy attacked Presser especially, calling him "that crooked stool pigeon," and stating Presser lied to the FBI when he reported that McCarthy needed to check with mob figures in New England about moving up to IBT secretary-treasurer. He said it was Presser who had to check with the mob. McCarthy claimed mob influence in the IBT is limited to the Central Conference.

- McCarthy, questioned by Senator Nunn, agreed the settlement was fully binding and could not be undone or changed by the 1991 IBT Convention.

- McCarthy stated, as Senator Nunn

read from TDU's testimony, that he would "unequivocally give them (election candidates) all space in the *International Teamster*, and will take any further actions necessary."

TDU's testimony pointed out that instead of using 16 regions to elect 16 vice presidents, the system in the court order, at the insistence of IBT attorneys, makes candidates run in very large Conferences, and candidates for the five at-large VP spots must run nationally. Thus candidates should be guaranteed campaign mailings to keep campaign costs within the reach of challengers. McCarthy, under oath, agreed to give space in the IBT publication.

- McCarthy's attorney, James Grady, got hot about Nunn's use of TDU testimony and blurted out that TDU represents a tiny percentage of Teamsters.

Dear Mr. Grady: As our head IBT attorney, you should understand this: TDU members are those who voluntarily choose to support our movement financially. Support for TDU principles is many times this number.

Senators Nunn and Roth made clear the subcommittee will continue to monitor the settlement and court order.

Can Truckload Carriers Be Organized?

Some 600 Teamster drivers at Schneider Transport have signed a petition calling on IBT President William McCarthy and the International union to launch an organizing drive at the huge non-union division, Schneider National. Teamsters behind this drive feel the time is right to organize in trucking and say they are "ready and willing" to aid this fight.

Schneider is among the largest truckload carriers—"it's J.B. Hunt in German," many drivers joke. Hunt is similar in size, operation, payscale and hiring patterns. Schneider Transport, based in Green Bay, Wis., employed about 1,800 Teamster drivers some seven years ago, after deregulation hit. Now it employs about 900 Teamster drivers, some 4,900 drivers at the double-breasted Schneider National, and about 1,000 owner-operators.

"The union has to move on it. Look at it this way, Schneider is just several years ahead of the big LTL carriers in this union busting, so something better be done," Schneider Transport driver John Backowski explained.

It's useful to look at how Schneider National operates, as other big truck-

load operators are similar. It hires many inexperienced people, some out of its own driving school, who are then forced to serve like indentured servants for six months. These green recruits start at a whopping \$300 a week, then go to about 19 cents a mile and can work up through four steps, based on being accident-free, having a good "attitude," etc. Experienced drivers at Schneider National get 24 cents to 25 cents a mile and mileage bonuses for staying within the speed limits (they have on-board computers), keeping idling time down, and on-time deliveries. It is possible to make about 30 cents a mile, but very few drivers make that much.

They have some health insurance (80/20 coverage) and rotten down-time pay. To be forced to layover a whole weekend might pay a driver \$40 (for the motel). There is no job security.

Unfortunately, the union "strategy" has not been to organize these 4,900 drivers, but to lower the union division to match them! Teamster Schneider drivers are paid about 26 cents with a one-cent bonus, plus top Teamster pension and H&W benefits, and a

measure of job security with the grievance procedure. This contract was put on the drivers in 1988 by "minority rule," before we won Majority Rule on contract votes.

Why Organize Now?

After deregulation the union was defeated without a real fight in the truckload industry as owner-operators and many new outfits flooded the market. But the situation has changed in favor of organizing:

- Instead of a flood of owner-operators, truckload hauling is increasingly dominated by large carriers like Schneider and Hunt, which have thousands of company drivers.

- These corporations are highly profitable and have an ability to pay. They would have no credibility in threatening to close down if unionized.

- Some drivers who came in a few years ago with little understanding of the job or industry have seen what a non-union environment is all about.

- The driver shortage is real and expected to continue. This puts us in a

better market position as a union.

A National Drive Is Needed

No local union can do the job. The International union needs to launch a major drive in such fields as truckload hauling, tankhaul operations, and other specialized fields. A serious study needs to be done. Hundreds of organizers need to be fielded. The drive must be a long-term operation, with the development of networks of union supporters, legal backup, communications, and union service of members who join even before a contract is signed. Also, the job of unionizing the double-breasted divisions of the big unionized LTL carriers needs to be taken on.

There is no guarantee this will work but there is an excellent chance, if our union leadership will make this major commitment. The kind of commitment International officers made last year when the U.S. government threatened to throw them out of their union offices. Without this kind of program we cannot rebuild our union strength.

Pilot Takes the Money and Runs

continued from page 1
were still open.

- Because plundering Pilot was not enough to satisfy Musgrove's greed, he began to steal from employees as well. When the dust cleared after the shutdown, bewildered workers learned that \$125,000 deducted from their checks for deposit in the employee credit union had vanished, \$700,000 due the Central States Pension Fund was nowhere to be found, and an undisclosed sum owed to 17 other affected pension funds had not been paid, either. Pilot still owes the employees wages for the last two weeks worked, vacation and sick pay, and 60 days of wages and benefits for not giving workers a 60-day notice of the shutdown as required under the Worker Adjustment and Retraining Notification Act (WARN).

In an attempt to avoid the consequences of violating WARN, Ammons told employees the company has not shut down and, in fact, intends to reopen.

- Many personal tragedies resulted from the chaotic shutdown. One Kernersville, N.C., employee had a

fatal heart attack after being laid off; other employees, some with only two to three years until retirement, have had to take work as casuals in Charlotte; an Edison, N.J., driver reported that alimony and child support deducted from his paycheck was never received by his ex-wife. Banks refused to honor checks drawn on Pilot accounts.

Legal Action by IBT and Others

IBT attorneys obtained a court order March 20 restraining Pilot from liquidating any assets until agreement between the company and the union can be reached on outstanding grievances. The court order has been extended twice. The IBT's complaint alleged that the WARN statute had been violated, but did not make all of the factual allegations necessary to sustain a claim under WARN, nor did it ask for the 60 days of wages and benefits specified in WARN. TDU attorneys wrote a letter to the IBT on behalf of Pilot employees demanding assurances that the WARN claim will not be dropped, and stating that TDU will pursue the claim if the union does not.

Pilot has attempted to evade the court order by allowing "purchasers" to come into the yards to pick up equipment. Where this has happened, the IBT has advised workers to put up picket lines. Removing any Pilot assets from the property violates the court order and subjects Pilot to contempt of court. This does not apply to freight, which may be moved pursuant to a separate ICC order.

In other legal action, an attorney in Winston-Salem, N.C., has filed a class-action lawsuit under WARN on behalf of 40 management employees. The Pennsylvania state attorney general's office is investigating the possibility of bringing charges against Musgrove and Pilot with respect to the shortages in the employee credit union. The ridiculously low price at which

continued on page 5

Is 'Big R' Tiring of R.E. Smith?

Some things seem to never change. Like illegal running times at Cincinnati Roadway. Drivers are scratching their heads about Line Haul Manager R.E. Smith's latest computations.

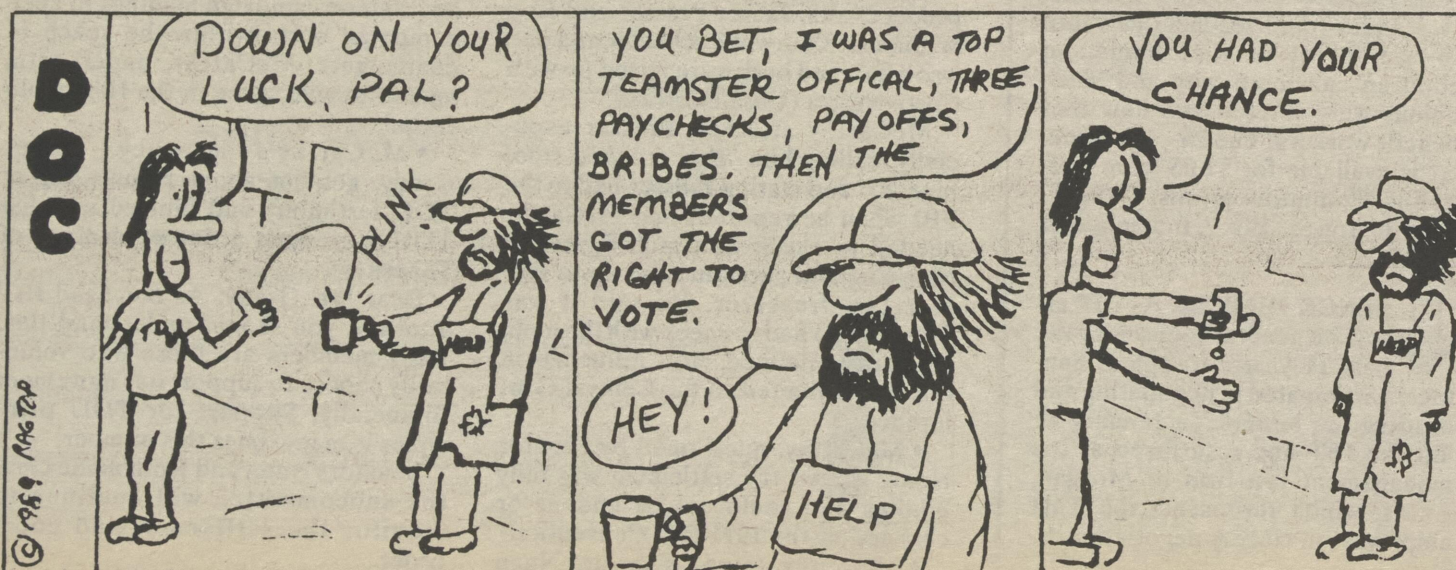
Mileage to Harrisburg was cut six miles and Smith was totally in agreement with himself when he cut the running time a full hour. That's 10 minutes a mile. Mileage to St. Louis was increased 25 miles, but only 12 minutes was added to the running time. Under the Smith System to Harrisburg, drivers figure they should have been allotted an additional four hours and 10 minutes! The BA and stewards have won an agreement for a union and company rep to wheel St. Louis.

Hagerstown is another illegal run. The terrain over the 454 miles is mountainous and drivers are pressured to run well over 70 mph downhill to make the 9.5-hour running time. What if drivers uphold the law? Well, Gene Stone, a 26-year man, was fired. Smith put him back to work seven days later, before his case could go to the Columbus panel. As one driver put it, "Smith

likes to give you just enough time off to make you wonder what it's all about." The union committee won a panel ruling March 22 that Hagerstown would be wheeled within 30 days.

It's a crime that Smith puts drivers in the position of weighing the DOT regs and public safety against their own families' economic well being. He wants to control their free time as well. Drivers won a decision in 1985 that the company would call them at their homes and pagers. Smith again totally agreed with himself that dispatchers will only call the home numbers unless drivers make a special call to go on their pagers. More grievances have been filed. One of Smith's latest tricks was to issue warning letters through the dispatch window. Drivers won again at Columbus, April 12: letters will be issued per contract, by mail.

The word is the Columbus panel is getting tired of hearing about Mr. Smith every month. His jaunts to Columbus aren't so much fun these days, as he's more often seen drinking alone, if he's seen at all.



CF Abuses Modified Work Language

Union Can Demand an End to CF's Program

It's been a year since the passage of the NMFA and, as predicted, the modified work language has been used to harass injured employees back to work, deny them of contractual rights, and save the employers a bundle.

CF pursued the new program with a vengeance, implementing it first at terminals where it has the worst record for safety, which causes high compensation bills. So how is it working? Following are a few examples from CF's Peru, Ill., terminal.

An employee with a broken leg who couldn't walk stairs was given the job of "security detail." He sits alone all

began with the pay scale," Nichols said. "The contract guarantees that the hourly pay plus the temporary-partial workers comp benefits will equal not less than 70% of full pay. I found out that I was being paid 70% of my 1984 scale. At that time I was a new hire working at 70% of the scale and it was at that time that I first injured my wrist. I was getting paid 70% of 70%.

After four months of underpaying Nichols, CF's senior claims manager finally admitted he was in error. "That was about a month ago and he's still trying to figure out what CF owes me. It only took me about an hour to figure out the difference."

Brother Nichols quickly found out the light duty program is a farce. "Other employees here have seen a guy come in with his arm in a sling and empty garbage cans. We're doing a lot of physical labor that could cause problems for certain injuries. People are doing work that the dock has normally done ... things which have always been bargaining unit work. I had to give up my physical therapy because the company wouldn't excuse the time off necessary for it."

The biggest questions about the program are contractual items like vacation and holiday pay. "I started back to work on Dec. 6. Since that time there have been four calendar holidays. I haven't received a penny for these, not even my \$32-a-day workers comp benefits," Nichols said.

He also hasn't received his personal holiday and was told by Terminal Manager Barry Banks that he wasn't entitled to his five days of sick pay. "I do know I'm paying full union dues while I'm making \$5.05 an hour. The company is even giving out warning letters to guys on light duty," which violates the contract.

The language of Article 14 is unacceptable, but until it's changed you should know how to protect yourself:

1. The program is not voluntary. If you are capable of performing light duty and refuse, *your workers comp benefits will be cut off.*

2. Modified work shall be offered to all who have sustained an on-the-job injury and who have a detailed medical release from their doctors. Members who have drawn workers comp for 12 months and face the prospect of having their health and welfare and pension contributions cut off cannot be discriminated against in getting light duty.

3. When performing light duty, you cannot be required to do work that "in the employee's judgment" you are physically incapable of performing.

4. Prior to acceptance of modified work, the employer *must* provide you with a written job description.

5. No assignment can go longer than 8 hours per day or 40 hours per week. No overtime can be forced.

6. All modified-work time shall be considered time worked to qualify for vacation and sick leave pay. Payments on vacations will be pro rated based on modified-work pay.

7. Employees on modified work are not subject to disciplinary action, ex-

cept where the violation involves one of the "cardinal sins" for which no prior warning letter is required, such as intoxication.

Article 14 states that proven abuses of the modified work program can result in a determination by the National Negotiating Committee to withdraw the program from that

employer. IBT Freight Director Jack Yager and President William McCarthy are aware of CF's multitude of abuses. Teamsters should demand that action be taken to make CF, and any other employers who violate Article 14, comply with the contract. Otherwise, McCarthy and Yager should pull the plug on CF's program entirely.

Freight Lines

Momentum Building to Get Rid of Yellow Grievance Panels.

Yellow Freight's special grievance panels are continuing to be a sore spot with Yellow Freight Teamsters, and all who are concerned about the NMFA. During the March hearings there seemed to be no relief from the bad decisions. Surprisingly, Yellow's special panel in the Southern Conference was canceled again in March. The petition drive asking IBT President William McCarthy to end the special panels has been very successful. Signatures have been collected at most of the big breakbulks and many city terminals. Please return signed petitions to the TDU national office by June 1. If you need more, let us know now.

Carolina Freight Expanding.

Carolina Freight Carriers has announced an expansion program involving the establishment of new breakbulks and a more efficient hub-and-spoke system, which will reduce the use of sleeper teams and increase the use of 28-foot double trailers. Carolina has broken ground on a 230-door breakbulk in Atlanta and a 130-door breakbulk in Cincinnati. New and expanded breakbulk facilities are planned in Chicago, Toledo, Carlisle, Pa., and Nashville.

The new Atlanta complex is scheduled to be completed in January 1990 and Cincinnati is expected to be completed in November 1989. Expansion plans on current breakbulks will include an additional 230 doors in Chicago, an addition to the Carlisle terminal from 130 to 315 doors, and from 48 to 100 doors in Toledo. Carolina had gross revenue of \$650 million in 1988 with a net profit after taxes of \$10 million.

Cincinnati PIE Drivers Uphold Job Security.

PIE road drivers out of Cincinnati, who had filed a group grievance because the Detroit terminal was ordering them to prestring doubles, won a decision April 12 at the state panel in Columbus. The decision is good news for all road drivers who run Detroit, as well as for preservation of local cartage jobs in Detroit. The panel upheld language in Article 40, Section 3, that states road drivers do not have to prestring doubles "if the equipment is available, when the terminal is open." But the panel said road drivers may have to drop and hook single trailers, as it made a distinction between dropping and hooking and prestringing of doubles. According to the panel, if Detroit orders you to prestring, follow the order, then report it to your home dispatcher and business agent.

Richfield CF Stewards Doing the Job on Runaround Claims.

Richfield, Ohio, CF stewards collected more than \$100,000 on more than 5,000 runaround claims by road drivers in 1988. Every two weeks the stewards get together to investigate the runarounds and file numerous grievances. CF has had no problem paying the claims, which average \$20 per grievance. It's saving hundreds of thousands more on the use of brokers and owner-operators. CF is only paying time spent waiting past the dispatch of brokers, instead of the whole trip, a giveaway in a Central Conference JAC decision. Nevertheless, CF stewards have done a fine job within the boundaries of a rotten decision. Other CF stewards should take note.

No More Preston Bunkroom Blues in Richmond.

Conditions at Preston's Richmond bunkrooms (*Convoy Dispatch* #85) have taken a big step toward livable standards. Preston responded to our report and to a coordinated effort among drivers by shutting down the Richmond bunkroom for a complete remodeling. Drivers are currently being housed in local motels. Preston has become more aware of problems at its bunkrooms and has initiated a questionnaire asking for drivers' comments.

Some drivers may "rest" under worse conditions. An anonymous Matlack tankhauler wrote on the Pittsburg, Calif., terminal: "Terminal Manager Bill Rodrick sent out a notice that there is to be No sleeping in the trucks in the yard at any time. ... Where are the out of town drivers to sleep and clean up? To sleep on the ground in a chemical hauling yard would be unheard of."



"He'll be ready for work just as soon as the cast dries..."

day guarding the vending machines, so they won't be stolen.

CF told another injured employee, whose doctor released him to light duty on the condition that he park as close as possible to the terminal, that the closest parking lots were reserved for management and he'd have to walk from wherever he was allowed to park.

Other injured employees, who requested not to be put on light duty because of daily physical therapy, were told to work four hours, go to therapy and return to work for another four hours.

CF's intentions are to humiliate and harass injured workers until they come back to work before their doctors have released them. Over 100 CF employees at Peru have filed a claim through attorney Ken Givens to go before the Illinois Industrial Commission to fight the modified work program. If they get a favorable ruling from the commission, the case will go to court.

At CF's Rio Linda, Calif., terminal, Dale Nichols, an injured employee on modified work, has seen CF violate virtually every section of Article 14. "It all

Pilot Shutdown

continued from page 4

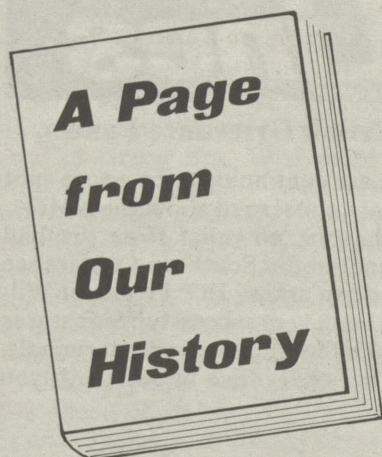
Musgrove sold many of Pilot's assets in December also appears questionable.

Could our union have taken steps to avoided this shameful situation? Possibly. It could have negotiated job security provisions in return for the 10% wage cut last year, and it could have fought for a preferential hiring clause for displaced Teamsters in the 1988 NMFA. Now we are left with the uneasy feeling that Allen Musgrove may go on to victimize the workers of company Number 24.

Convention Delegates Can Win Lost Rights

To know where you're going, you've got to know from where you came. Teamsters today are on the road to taking back our union. We've now won the Right to Vote for IBT officers and for all delegates from our locals to IBT Conventions.

Many Teamsters don't realize that at one time we had many rights in our union that have been lost over the



years, during the period of 1940 to 1981. We never did have the right to directly elect our officers, until now, but we did enjoy many other rights that were taken away or given away.

By 1986, TDU was on the scene and active at the IBT Convention in Las Vegas. Although few officials came out in support of TDU goals, we were strong enough to make the issue at that convention not fewer rights for the rank and file, but more rights. TDU's presence was felt and we were able to prevent any more loss of rights for the first time since 1940.

We are now entering a whole new era, with major rights restored already and the Right to Vote guaranteed. It's

up to us to use those rights, starting now.

Below is a brief listing of rights lost (and now gained) over the years. You may want to read these with an eye to this question: What rights do we plan to win back in 1991? This is our main job over the next two years. We want and need your input. TDU will be developing a positive, forward-looking program for the 1991 IBT Convention, but it helps to know where we've been.

Loss of Rights on Contract Votes

Up until 1940, the IBT had Majority Rule on contract votes. At that convention the "two-thirds rule" was inserted. Prior to 1952, contract votes were held at the union halls. At the 1952 convention, local unions were given the right to conduct votes by mail ballots.

In 1988, after the rejection of three master contracts, and as a result of widespread anger over the two-thirds rule, TDU legal action, and a split on the General Executive Board (GEB), Article 12 was changed to return Majority Rule to the membership.

Buildup of Outrageous Salaries and Pensions for Officers

At the 1940 convention the General President's salary was \$30,000. No multiple salaries were allowed. IBT President Dan Tobin told the convention that the salary was too high. In 1957, Article 9 of the IBT Constitution was amended to allow the establishment of a pension plan for International officers—the Retirement and Family Protection Plan, otherwise known as the "Rolls Royce Pension Plan." This is one of the plans that allows top officials to retire with pensions in the six-figure-per-year range. Article 9 also gives the GEB the right to modify and

amend the pension plan.

In 1961 International officers found a new way to ride the gravy train. Officers were now allowed to collect multiple salaries from subordinate bodies. By 1987, 124 officials were making more than \$100,000 per year.

Officers' pensions were also increased in 1961 with the establishment of a special local officers' pension fund, the Affiliate Plan. Former International Vice President Robert Holmes, who will retire with a pension of over \$17,000 per month, told the delegates, "This is the most important resolution that we as delegates will be voting on at this convention."

Two amendments were put on the floor of the convention by John Strong of Local 807 calling for nationwide reciprocity for members' pensions and the right for any member with 15 years in the union to be allowed to pay into the pension fund for full pension rights. The resolutions committee rejected both proposals.

In 1981, just before COLAs were taken out of every major IBT contract, the convention voted for cost-of-living raises equal to the annual percentage increase in the Consumer Price Index to be added to International officers' salaries.

Loss of Right to Elect Business Agents

Prior to the 1947 convention all business agents were elected. That convention gave locals the option to elect or appoint. In 1981, after TDU had successfully changed local bylaws to get elected business agents in some locals that were appointing them, the convention shut the door on the democratic selection of BAs by not allowing any locals that currently appointed BAs to change their bylaws to elect BAs.

Loss of Right to Elect Convention Delegates

All delegates to IBT Conventions were elected by the membership prior to 1952. At that convention Article 3 of the constitution was changed allowing locals to appoint convention delegates if so authorized by a vote at a membership meeting.

By the 1961 convention, all locals lost the right to elect delegates. The constitution was changed so local officers automatically served as conven-

tion delegates. There was heated debate over this change.

Edward Painter, a delegate from Local 70 in Oakland, put it most eloquently when he said, "It seems strange to me that any man who is a member of the Teamsters union can run for president of the United States, but he cannot run to be a delegate to this convention in future dates."

As a result of the court order settling the RICO lawsuit in 1989, local officers no longer serve as automatic delegates and direct elections will be held for all convention delegates. This may be the most significant reform of all, for now rank and filers can run for and win delegate spots. At the convention they can propose and vote to change the constitution and regain our lost rights.

Loss of Rights in Local Elections

In 1961 delegates voted to give local executive boards complete power to designate times, places and methods of voting in local elections with no right of membership approval. It also gave local executive boards the complete power to designate members of the election committees in the locals. Fair elections suffered as a result of this undemocratic change.

Furthermore, the eligibility clause was made tougher by extending the two years of continuous good standing to include payment of dues on time each month.

There have been many other major erosions of the members' rights over the years, such as losing the right to separately ratify supplements, giving the International the right to pay legal expenses for officers, and continuing the trend toward more power held in the hands of the General President and less in the hands of locals and conferences.

The next IBT Convention will be the first in 30 years with significant rank and file representation. We have the opportunity to amend our constitution and set our union on a course that will lead the entire labor movement. To do so will require the highest solidarity possible and will take coordination and organization on a national level.

TDU is committed to leading the movement to regain our lost rights at the next convention. The ball is in the hands of the rank and file. With solidarity we can win in '91.

Summary of Major Terms in the Settlement:

How the Teamster Constitution Is Changed

DELEGATE ELECTIONS. All delegates to IBT Conventions, starting in 1991, shall be elected by direct rank-and-file balloting shortly before the convention (not more than six months before, except for those delegates elected during fall 1990 local union elections). Officers will no longer automatically be delegates.

NOMINATIONS FOR OFFICERS. Nominations shall be at the convention, with 5% of the delegates (voting by secret ballot) needed to nominate. The election shall be by in-person ballot-box voting at local unions, with absentee ballots where necessary, supervised.

ELECTION OF OFFICERS. The IBT General President, General Secretary-Treasurer and all 16 VPs shall be elected four to six months after the convention by direct rank-and-file voting. Five of the VPs shall be elected at-large, and 11 elected by Conference Area: Canadian, one; Southern, two; Western, two; Eastern, three; Central, three. For example, only members in the Central Conference will vote on Central Conference VPs.

Any vacancy in the office of IBT President shall be filled by special election.

THE ELECTION OFFICER. A court-appointed Election Officer shall supervise the election in 1991 and 1996. The Election Officer shall be able to hire staff, distribute materials to the mem-

bership prior to the election, have access to all records, have office space at the IBT headquarters, and certify the results.

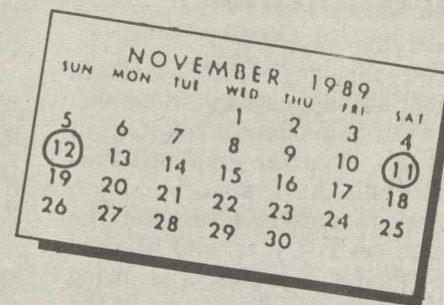
ADMINISTRATOR AND INVESTIGATIONS OFFICER. These officers have been appointed by the court. The Investigations Officer shall have the power to conduct investigations of the operations of the IBT and its affiliates, and initiate disciplinary actions or trusteeship proceedings regarding corrupt or dishonest officers or locals.

The Administrator shall hear any charges, using a "just cause" standard. The Administrator may also have review power over IBT actions to prevent racketeering activity. Both officers shall have staffing, independent auditors, office space, access to information, and shall issue reports to the membership. These officers shall serve until 1991, when a permanent Independent Review Board shall be formed.

TIMETABLE. All of these changes are now in the IBT Constitution, by court order. As a formality, they will be ratified by delegates at the 1991 IBT Convention, but they cannot be rejected or changed without placing our union in contempt of court. The court would simply order them enforced and place sanctions on our union.

Mark your calendar now!

TDU Rank & File Convention November 11-12



Plan now to attend the 14th annual TDU Rank & File Convention, Nov. 11-12, at the Pittsburgh William Penn Hotel. We'll be celebrating our victories and making plans for 1990 and '91. Don't be left out—save the date.

Concerned About Your Pension?

Are you willing to do something about it?

Teamsters across the country are organizing for better pension benefits. Meetings are scheduled in four cities to discuss what we can do to guarantee a dignified retirement for all Teamsters.

If you're willing to do something now about your pension, attend one of these important meetings.

?? RETIREMENT ? ? ? ? ?
 ? ? ? ? ? COST OF LIVING
 ? ? ? 30-AND-OUT ? ? ? ?
 SURVIVOR BENEFITS ? ? ?
 ? ? ? ? ? ? ? ? ? ? ? ? ?
 ? ? MEDICAL COVERAGE
 ? ? ? ? ? ? ? ? ? ? ? ? ?
 RE-EMPLOYMENT RULE ?
 ? ? ? ? ? ? ? ? ? ? ? ? ?

Pension Organizing Meetings

Atlanta

Saturday, May 13, 7:30 p.m.
 Best Western Atlanta South
 I-75 exit 75 or I-675 exit 1

Cincinnati

Saturday, May 6, 1 p.m.
 Holiday Inn North
 2235 Sharon Road (I-75 exit 15)

Cleveland

Sunday, May 7, 1 p.m.
 Cleveland Airport Marriott
 4277 West 150th St.

Nashville

Sunday, May 14, 1:30 p.m.
 Days Inn Hotel
 2345 Atrium Way

Keep Pressure Building on Western Fund

Teamsters have mailed in some 15,000 signatures on the Western Conference of Teamsters petition for fair and improved pension benefits. Our momentum is picking up and the fund is taking some notice.

Shortly after we started the campaign, the fund's chairman, Joe Ballew, sent a questionnaire to all local unions in the West regarding members' satisfaction with benefits and other issues. On April 6-7, Western Conference Director Arnie Weinmeister held a joint meeting of the conference policy committee and the union trustees of the pension fund. It may be a coincidence, but the timing is perfect.

We did not want decisions to be made before a rank and file committee representing the 15,000 petitioners could meet with the trustees. We wrote to Mr. Ballew asking for any decisions to be held off until we could meet. He

assured us the April meeting was not going to make any changes in the pension fund.

We want to thank all the Teamsters who have joined this movement for better pensions. There are some great stories of people helping out. One Teamster sent a copy of the pension petition to his mother, who lives in another city. She took copies to grocery warehouses and approached Teamsters as they went to work to get signatures and involve them in the campaign. With this kind of commitment, how can we fail?

If you want to do more, we suggest you write to Joseph W. Ballew, chairman, Western Conference of Teamsters Pension Trust, 101 Elliott Ave. West #500, Seattle, Wash. 98119. Let him know why you think we need changes and what they should be. Send a copy to the TDU Western organizer.

High Court Upholds Post-Accident Drug Testing of Railway Workers

The U.S. Supreme Court on March 21 upheld the constitutionality of two employee drug-testing programs. These decisions may mean that the drug-testing regulations proposed by the DOT to cover employees in the motor carrier industry will be upheld as well.

The first case, *Skinner vs. Railway Labor Executives Association*, involved mandatory post-accident testing of railway workers and testing of workers who violate certain railway safety regulations. The court held that such drug tests do not violate the Fourth Amendment prohibition against unreasonable searches and seizures because the government's interest in protecting public safety far outweighs the individual's reasonable expectation of privacy.

In the second case, *National Treasury Employees Union vs. Von Raab*, the court upheld regulations that require U.S. Custom Service employees to undergo drug tests

before being promoted to positions involving drug enforcement, handling of classified material or carrying of firearms. Again, the court said the government's interest in ensuring that employees holding such positions are drug-free outweighs the employees' reasonable expectations of privacy.

The Supreme Court's drug-testing decisions throw into question the future of the proposed DOT drug-testing rules. In December 1988 a federal district court in California issued an injunction against the portion of the rules that would subject drivers to random and post-accident testing. Because the Supreme Court did not deal directly with the issue of random tests in either *Skinner* or *Von Raab*, there remains hope that random testing may be declared unconstitutional. However, these two Supreme Court decisions make it more likely that other types of testing, such as post-accident, pre-employment, periodic and reasonable-suspicion, will be upheld.

Retiree Health & Welfare

Great Western Ripoff

Richard Charleston
 Local 431, ABF Line Driver
 Fresno, Calif.

Since 1983, retirees of the Western Conference have been shafted more and more. Until then we had understood we would have health and welfare benefits supported by the whole fund, because we earned them with a lifetime of work.

Then the trustees came up with a self payment of \$20 per month (\$40 including spouse). In 1987 it went up to \$50 (\$100 with spouse), in 1988 to \$75 (\$150 with spouse) and in 1989 to \$105 (\$210 with spouse). There's no end in sight. In 1989 they also cut benefits, including raising the deductible from \$200 to \$400 and cutting medical coverage from 80% to 75%.

The trustees claim that the loss of membership and more people retiring caused all this. We all know how deregulation has hurt the industry, but a lot of the displaced Teamsters were hired by the surviving carriers, too.

In the 1982 contract, employer contributions to the Western Teamsters Welfare Trust (WTWT) went from \$200.95 per month to \$318.82. But in 1985 employer contributions were cut back or given back to \$288.17 and frozen until 1988. All these concessions are now hurting our retirees.

While our 1988 contract was being negotiated, I wrote letters to our union leaders and sent a petition with 2,000 names of Teamsters who said they

would forego 10 cents an hour to help the retirees' fund. I never got a response from Arnie Weinmeister or George Rohrer. It seems to me some of our leaders forgot where they came from and how they got there.

Most who retired before 1986 have low benefits, and to be forced to pay \$210 a month is simply ridiculous. You work most of your life and look forward to retiring, and then have to pay a lot of your pension check for medical coverage you thought was guaranteed by your union. It is a disgrace.

I have been a Teamster for over 39 years and most of the time I have felt proud and privileged. But in the past few years I've seen the giveaways in our contract, our weakened grievance procedure, and what has been done to our retirees. There are many good, dedicated leaders in our union, but it seems they have their hands tied by those at the top.

I thank all of the hard-working people in TDU for making it possible in 1991 for the rank and file to vote out some of the people who forgot where they came from, and for making it possible for Majority Rule on all future contracts.

I will retire later this year with 40 years, but I will still not get my full pension as I am not 62. We still do not have 30-and-out in the West. I hope it will come soon enough for others. Let's get 100,000 TDU members and make it all happen a lot sooner.

Exemplifies Need for Teamster Reciprocity

After 40 Years of Contributions, Chicagoan Only Gets 18-Year Pension

Forty years of work in a Teamster job should mean retiring to a good pension, right? But the truth is, you could end up with very little. That's what happened to Edward O'Brien. "I believed in the system, and the system let me down," O'Brien wrote to TDU.

O'Brien worked for Charles Levy Circulating Company in Chicago for 22 years, according to social security records. He was a member of Local 706, and had pension contributions made for him to the Local 706 pension fund.

When he left the company in 1970, he was told by the 706 pension fund that 20 years of credits were required to receive any benefits at all; and since, according to the fund, he had only 19 years, 10 months, he wasn't eligible to receive benefits.

O'Brien's lawyer requested a hearing before the fund's Pension Administrative Board on whether he should get benefits. The Board responded that since it had decided not to give O'Brien benefits, he was no longer a participant in the fund, and

therefore had no right to a hearing!

Meanwhile, O'Brien worked another 18 years as a Teamster with membership in Local 705, which is in the same Joint Council as Local 706. But the Local 706 fund has no reciprocal agreement with the 705 fund, or any other Teamster pension fund. So the credits O'Brien earned in Local 706 were completely lost to him when he moved into a different local. He receives a vested pension based on his time in Local 705 only.

A reliable pension is one of the many benefits of being a Teamster. But a good pension must not only arrive on time every month, it must provide the retiree the economic rewards earned through a lifetime of service. Thousands of Teamsters work out of more than one local and pension fund during their working years. The system of how benefits are determined for these brothers and sisters must fairly account for all contributions made by employers on their behalf. Teamsters like Edward O'Brien should get credit where credit is due.

Attend your local union meetings in May!

UPS Part-Timers Need

Equal Pay for Equal Work, More Full-Time Jobs

John Braxton
Local 623, part-time preloader
Philadelphia

UPS can't seem to get and keep enough part-timers to do the job. Supervisors and employment agencies scour college campuses and the inner cities for fresh workers. The new hires come in droves—and they don't last long. UPS is even offering bonuses and tuition reimbursements to new hires in some parts of the country. It's not that there's a labor shortage. The problem is UPS pays too little, gives part-timers too few hours, and treats them like cogs in the Big Brown Machine.

But suppose this wasn't designed as a dead-end job. Would it be hard to find enough people if the jobs paid \$14 to \$16 and there was plenty of oppor-

tunity to advance to full-time work?

Why So Many Part-Timers?

When UPS first started using part-timers in the mid 70s, it claimed part-timers would be doing work that could only be done on a part-time basis, such as unloading pickups. The union went along, realizing that the influx of part-timers meant an inflow of union initiation fees. In most areas, UPS proceeded to eliminate full-time inside jobs and hire new part-timers at a pay rate less than 60% of the top part-time rate.

Most part-timers do not realize their jobs took the place of what used to be full-time work, and they are making \$6 less per hour than the rate UPS pays some senior part-timers doing the

same work. Only in the East are there still many full-time inside jobs.

By now part-time workers may account for half of the company's unionized workforce. Many part-timers weren't even around during the 1987 contract negotiations, and our 53% rejection of that contract may be unknown to them. A good UPS contract in 1990 is not possible unless part-timers and full-timers unite to meet the needs of both groups.

What Part-Timers Want

When you get down to basics, part-timers want what everybody wants: a good living wage, a job where they are treated with respect, and a chance to move forward in life. This means:

1. An end to the "mega-tier" wage scale and a return to the basic union concept of equal pay for equal work. The \$8 and \$9 new-hire rates have not been raised since May 1982. Part-timers are not a unique breed of people who live more happily on less money.

2. An opportunity to move to full-time work, if desired. It is a myth that part-timers are just students working their way through school. Many want full-time jobs at full pay now.

UPS Can Meet Our Needs

With UPS net profits after taxes clearing \$758.7 million in 1988, the money exists to end the mega-tier wage scale. Also, UPS can move part-timers to full-time work. In Philadelphia, for example, a full-time preload shift works from midnight to 9 a.m. Part-time shifts go back-to-back during the same period. UPS chooses to hire two

part-timers instead of one full-timer because it is cheaper labor. But it could fill a part-time vacancy by advancing a part-timer to full-time work on the basis of seniority. The Next Day Air deliveries and pickups performed by part-timers could be combined with inside work to make full-time jobs.

The news media played up the 4,000 new jobs that will be created in the years after the new Philly air hub opens this fall. What they didn't say is most of these jobs will be part-time, starting at \$8 an hour. Imagine what some 2,000 full-time Teamster jobs at \$15 to \$16 an hour would mean for the people of cities like Philadelphia.

Part-time, Full-time Solidarity

The UPS contract is grossly inadequate for full-timers. It is worse for part-timers, and UPS will use one group to undercut the other. Better wages and opportunities for part-timers will result in less turnover, and that's good news for drivers, too. Most part-timers are inexperienced and unprepared to cope with production harassment. Add in the low pay, and the result is high turnover and inevitably poor loading.

It's time all UPSers organized for mutual benefit. Pass *Convoy Dispatch* to part-timers and full-timers. Talk about our union, our rights, and what we all need in the next contract. Ask them to join TDU so we will have full clout in 1990. Part-timers are eligible for the \$15-a-year rate. With 124,000 UPS Teamsters working together, we will secure our right to a fair share of the UPS success story in 1990.

UPS and Downs

'Thumbs Up! and Thumbs Down!' for Nor Cal Management.

A big "Thumbs Up!" to Napa on-road supervisor Mike Casalerus for daring to exemplify the company's People Policy. Sources say Mike may have been transferred for following these policies. In response to this unfair transfer, the Napa Center drivers supervised by Mike have signed a petition asking District Manager Bob Alcorn to keep Mike in Napa. And "Thumbs Down!" to Dave Yost, Concord Division package manager, for his sneaky tactics and unreasonable policies—no radios, no whistling, and now Cordelia reports his no coffee policy. Perhaps if Mr. Yost is having problems remembering the People Policy, he could ask Mike Casalerus for help.

—from *West Coast Packages* newsletter, April

St. Glynn Talks Tough in Livonia.

Many UPS managers were sent to a weeklong labor relations indoctrination in March, which instructed them on how to peddle a yes vote on the as-of-yet fictional 1990 contract. Course graduate Glynn Robataille, known as St. Glynn to his twilight workers in Livonia (Detroit), painted grim scenes of lockouts, lost jobs, loss of seniority, and economic hardships should a strike occur. Robataille's rantings included threats that UPS would not offer a penny more than its original offer. St. Glynn has brought a blessed management style to his flock. The biggest miracle so far is his admission that he owns the company. This revelation occurred when an employee asked him to show concern for UPS customers after he threw a box while breaking a belt jam. As a divine entity, St. Glynn said he will do "whatever I want around here."

—from *Right Idea* newsletter, April

UPS to Buy More Aircraft, Build New Package-Sorting Hub.

Boeing aircraft announced that UPS has ordered 10 more 757-200PF package freighters, estimated at a cool \$500 million. UPS ordered 20 of the freighters in 1985 with options on 15. It exercised 10 of those options on the new order. Fifteen of the original 20 freighters have already been delivered. The 757PFs are suitable for domestic or international operations.

UPS and Illinois Gov. James Thompson announced the company will build a new \$150 million package-sorting facility, touted to be the world's largest, on what is now the site of an "obsolete" GM stamping plant in Chicago's southwest suburbs. Gov. Thompson called the plans "one of the most important economic announcements ever made in this state." The facility will be an East-West distribution center and is expected to employ 4,000 people by 1994.

UPS Expansion Does Not Slow Profits.

West Carolina District UPS labor relations people reportedly told supervisors at a recent seminar that the workers are "monied out" because of the increasing squeeze from competition. Well, UPS' own reports indicate worldwide expansion has been good for revenue and competition has not dented profits. UPS had gross revenue of more than \$11 billion in 1988 and net profits after taxes of \$758,723,000. Those extended digits indicate UPS must pay more than lip service to its workers. Join TDU and be sure to get our next *Convoy Dispatch*, which will include a full financial report. And organize.

KORE:

Building UPS or Splitting Unity?

J. Anthony Smith
Local 639, UPS
Washington, D.C.

If you've been reading your *Big Idea*, you've noticed a heavy emphasis on Service Involvement, teamwork, Challenge meetings, TLAs and KORE. We should take pride in our work and in seeing our innovative ideas used to improve customer service. Dignity on the job ranks as a high priority for Teamsters. But UPS sees "recognition and respect" as a productivity incentive. Look at the section of April's *Big Idea* article subtitled: "Recognition motivates us."

There's a lot of motivating going on these days in the Metro D.C. District. It's aimed at mellowing pressure for contract gains, increasing productivity even more, and getting Teamsters to be happy with pats on our backs.

Supervisors are telling UPS Teamsters they are management material and should submit their letters to personnel so they'll be considered for advancement. Once you've been made to feel so worthy and your letter is in, you're on the hook. You don't dare risk messing up, such as by filing a grievance or getting active in the contract campaign. It's a way to get Teamsters signed in on UPS' program.

KORE is maturing in our area as a

means to organize the disorganization of our union solidarity. UPS will do all it can to chip away at the bargaining power we've won with Majority Rule on contract votes, and the Right to Vote on our top union officials and hold them accountable to our needs. Our "input" in KORE meetings is secondary to this, but our good ideas come cheap enough.

KORE members clock in early to do pre-sheetwriting audits. Some of them have come to me, the steward, to protest that UPS paid them straight time for what is rightfully overtime. But at night they are waiting at the check-in counter, off the clock, asking to look at drivers' paperwork. After the monthly district audits, UPS has KORE members coming around to tell the least best sheetwriters they have to report for a test.

This management training is attractive to some drivers. Everybody wants to get off the road because their backs or legs are killing them. For most it's not the dreams of big bucks, they just don't think they can make 20 years. Essentially, UPS is using KORE members as "Teamster foremen." I have filed a grievance arguing that if KORE groups are to continue, they must cease discussion of any subject that should

continued on page 9

Vons' Buyout of Safeway Raises Seniority Issues in California

In August, 1988, Vons Inc. bought the Southern California operations of Safeway Stores, including 162 stores and the associated warehouses and distribution facilities. Vons executives told the company's annual meeting that they expect to save about \$12 million a year by consolidating the warehouse and distribution facilities of the two store chains. That consolidation has meant a rebidding of jobs and locations among the approximately 600 drivers for Vons and Safeway in Southern California.

Safeway drivers of Local 848 are now members of Local 63 because of the acquisition. Neither set of Teamsters was consulted about how the seniority lists would be merged, and many of them, especially Vons drivers, are unhappy with the final arrangement. Vons

KORE

continued from page 8

rightfully be before the proper union bargaining agent or steward; and discontinue all supervisory work until this new combination job is properly bargained and posted for seniority bid.

This may sound harsh. Some of our Teamster brothers and sisters around the country have gotten involved in KORE groups to head them in a positive direction. That's my intent, too.

UPS is great at working up new encounter groups and giving them an acronym it can post on every available bulletin board. Our bottom line as UPS Teamsters must be to deliver a top quality service to our customers and Keep Our Respect for Each Other—through union solidarity.

drivers say Local 63 officials told them they would get preference, but it was a lie told to get votes in last fall's election. Important details like the impact of several Safeway store closings were not dealt with.

One Vons driver told *Convoy Dispatch*, "I'm a strong supporter of the Teamsters union, but some kind of consistency is needed. A person puts a lot of faith in their local union, and if the local is inconsistent, the people lose faith, and that weakens the union."

Morale is so low among Vons drivers that about 150 of them picketed the company's headquarters in early March. Several stewards are said to have resigned over seniority issues.

Other Southern California locals negotiated these issues separately, and may have completely different agreements on seniority. With no contract language, no standard policy, and very little communication with the membership on seniority in a merger or acquisition, Teamster officials have ensured that the issue would be divisive.

With the present corporate merger mania, we can expect many more such situations. Dovetailing of seniority lists—combining lists without regard to which company the employee worked for—is a reasonable policy. But it needs to be clarified, applied fairly and uniformly, and written into contracts. Problems need to be anticipated in advance. The "consolidation" of Alpha Beta and Lucky Stores in California could happen within months after long legal delays. The time to take up seniority and job security issues is now.

Grocery Bag

Roundy's, Inc.'s 'Improved Efficiency.'

Our last *Convoy Dispatch* reported plans by Roundy's, Inc., the nation's ninth largest grocery wholesaler, to close a warehouse outside of Chicago and open its replacement under a different corporate subsidiary. Thus, the company is attempting to avoid its contractual requirement to redomicile the Teamsters and Machinists from the to-be-closed warehouse. Not only is Roundy's trying to replace long-time union members, but an executive was quoted in the press saying the company will use prisoners from a nearby correctional facility to fill those jobs.

Just in case you thought Roundy's was forced into such measures by an urgent need to cut costs to stay in business, the April 3 *Supermarket News*, an industry publication, reported a 25% increase in Roundy's profits last year. According to John Dickson, Roundy's president and chief executive officer, the increased profits were partly due to "increased efficiency in our warehousing," a trend he obviously plans to continue. What could be more efficient than replacing union labor with prison labor?

Safeway Drivers in Denver Refuse Mileage Rate.

Here's another lesson in profitability: Safeway Stores is profitable again only two years after its leveraged buyout—much sooner than expected. Safeway, as you may recall reading in *Convoy Dispatch*, is the company that, in Northern California, is assigning drivers as much mandatory overtime as the law allows, while hundreds of Safeway workers are laid off.

Elsewhere, Safeway drivers in Denver Local 435 are being asked to open their contract to negotiate a mileage rate. The company has threatened to lay off 40 people by contracting out if the drivers don't accept such a proposal. In the Rockies, a good part of every mile traveled is straight up or down, making mileage pay particularly unattractive.

Local 435 Safeway drivers met in March and overwhelmingly rejected the proposal to reopen. Although the company has laid off 20 people, the drivers aren't looking to give in.

Apha Beta Discrimination Settlement.

Women employed by Apha Beta stores in Phoenix, Tuscon, and Yuma, Ariz., have won \$395,000 in a sex discrimination suit against the company and its successor, ABCO Markets. The suit charged discrimination in promotions, job assignments, and assignment of hours. In early April, ABCO agreed to the payment to settle the suit. Final terms were set April 17.

About 1,300 present and former employees may share in the settlement, which covers discrimination that took place between November 1981 and October 1984. (In October 1984, the stores were bought by a local management group that changed the name to ABCO.) Most of the employees involved in the suit were members of the United Food and Commercial Workers (UFCW) when the discrimination took place.

Attorney Grace McIlvain represented some of the employees who sued. She told *Convoy Dispatch* that a statewide pattern of discrimination by Apha Beta management was discovered after three women came to her individually with complaints. A class-action suit was filed in the Arizona state court, resulting in the settlement.

Star Market Negotiations.

About 285 Local 25 warehouse workers for Star Markets in the Boston area have entered negotiations for a new contract to replace the agreement that expires May 13. A member of the bargaining team says one of their main concerns is financial. While Star Market wages are below some others in the industry, the cost of living in Massachusetts is high. In particular, housing is the most expensive in the country: according to the *Harvard Business Review*, the median price for a house in the Boston area is \$177,000, and the median rent is \$800 a month. A survey by Boston's Rental Housing Association showed Boston rents had risen 68% between 1986 and 1987.

Teamsters in Local 25 have as an example contract gains won by Hotel Employees and Restaurant Employees (HERE) Local 26 in negotiations with nine major Boston hotels. Last November, the HERE local won an innovative housing assistance fund paid for by employer contributions. While Star Market Teamsters aren't aiming for such a fund, they're determined to get a contract that will address the effects of the housing crisis.

Top 20 U.S. Wholesalers.

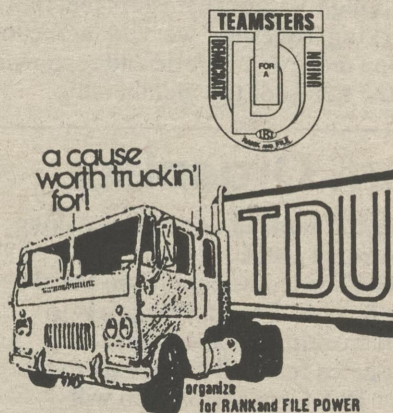
Supermarket News has released a list of the top U.S. wholesalers based on yearly sales. Leaders of the pack are Fleming, with sales of \$10.5 billion and net profits after taxes of \$65.4 million; and Super Valu Stores, with sales of \$10.1 billion and net profits after taxes of \$134.1 million. The others on the list had about half the business of these two, or less. For a copy of the list, which also includes numbers and names of supermarkets supplied and the names of the CEOs, contact the TDU office.

Get the Latest Summer Fashion!

TDU T-SHIRTS

Whether you're working on the dock, on the road, in the plant or heading for the beach, you want to be in fashion, and you can't miss with TDU T-shirts. Available in two styles—truck logo or TDU emblem—in the season's hottest colors—red, blue and black. Order several and you'll never have to worry about what to wear!

Please indicate size (S M L XL, XXL available in black only), color (red, blue or black) and style (emblem or truck) for each shirt ordered. \$7 each.



Amount enclosed \$ _____

Visa/Mastercard # _____ Exp. date ____/____/____

Signature _____

Name _____

Address _____

City _____ State _____ Zip _____

Return to: TDU, Box 10128, Detroit, Michigan 48210

California Drivers Learn a Lesson:

Study to Pass New Commercial License Test

Several states are making preparations to begin testing for the new Commercial Driver License (CDL). Results from the one state that has done testing have caused a lot of drivers to worry. All truck and bus drivers must have a new CDL by April 1, 1992, when all states will have joined a nationwide information system. Some TDU chapters are planning to sponsor meetings at which a state official will inform Teamsters on how to prepare for the test.

California, which began testing in January, has shown the new test is by no means an easy one. By the end of February, 57% of the applicants had failed on at least one part of the exam. The CDL exam consists of a multiple-choice written test, and a performance test on actual driving skills. Drivers who can show a satisfactory driving record and regular employment as a commercial vehicle driver for at least two years may be exempt from taking the driving test.

The written part of the exam includes a test on air brakes and a test of general knowledge, which includes questions on basic vehicle operations, cargo security, safe driving practices, federal safety regs and the effects of fatigue and alcohol and drug use. You must pass the test on air brakes to avoid a license restriction.

In addition, multiple-choice endorsement exams are required to operate vehicles hauling placarded hazardous materials, tank trucks, and double or triple trailers.

Drivers in California had the most problems with the general knowledge and air brake tests: 30% of the applicants failed the general knowledge test and another 25% failed the air

brakes test. The failure rate was higher for tank truck and hazardous material qualifications because of the specialized demands.

All states' tests will be based on a basic driver's manual developed by a private contractor with the help of the DOT and several states. States will then modify their own tests. For example, California added questions on that state's height, weight and king-pin restrictions. California officials blame the high failure rate of drivers in that state on drivers not studying the manual for the tests.

Each state has a target date, which is subject to change, to begin issuing CDLs. For more information, contact the TDU national office.

Lehigh TDUers Plan Meetings On Local Contract Organizing

Don Landis
Local 773, PIE
Bethlehem, Pa.

More than 50 Lehigh Valley Teamsters and their spouses gathered on April 16 to hear the exciting news about the recent changes in the IBT Constitution. Steve Kindred, TDU organizer, explained the Right to Vote and other developments resulting from the settlement of the government's RICO lawsuit against the IBT. His description of the opportunities this will give us to improve our local union was especially well received.

Alpo, a major pet food manufacturer, was represented by a large and enthusiastic group of Teamsters. They asked questions about the upcoming negotiations on their next contract and what steps they could take to be prepared. Special educational and planning meetings on local contracts are set for this summer and fall. Many were also interested in changing the date and time of local union meetings

to make them more convenient for the majority of members.

Also present were Teamsters from UPS, bulk cement and freight. We discussed the arbitrary changes in the Central Pennsylvania Health and Welfare Plan and how we need the right to elect the plan's trustees. Information on workers compensation benefits was presented and a compensation committee was formed to help educate members on their rights. Teamsters formerly employed by Penn Eastern, a refuse hauling company that declared Chapter 11 bankruptcy in the state of Pennsylvania, complained of insufficient help from business agent Ed Tonkay in securing back wages owed them. Plans were also made to attend Local 773's charity softball tournament for Deborah Hospital on August 19 and 20.

Lehigh Valley Teamsters feel that by working together we can make our union more democratic and responsive to the needs of the membership.

Letter From Western Organizer

We now have the Right to Vote for our International officers! This would never have happened without the active support of TDU members and many other Teamsters who helped in various ways. To all of you I say, "Thanks!" To those who are not yet members of TDU, don't you think it's time you joined?

Twenty five years ago I had a dream that the rank and file would have the Right to Vote for International officers. I decided I would dedicate the rest of my life to do whatever little I could to make it happen.

After getting elected in my own Local 208 and being a delegate to the IBT Conventions in 1981 and '86, I felt it would be almost impossible to realize my dream in my lifetime. I am 61 years young and

want to thank all of you for making my dream come true.

The battle has been won, but the war has just begun. Our job is to start working today to elect delegates from all our locals to the 1991 IBT Convention who will stand up for TDU's goals, such as to limit the inflated salaries of top officials, use the money to organize, and get back the right for all Teamsters to elect their business agents.

That, my friends, is no easy job, but the rank and file can do it. You are needed to get active in this process. It's our union, and we will win it back. A first step is for TDU to double our membership this year. We need your help.

In gratitude,
Doug Allan

Sample Test Questions

These are samples of actual questions taken from the California CDL test:

General Knowledge

(10 errors or less, out of 50 questions, to pass)

1. You are driving a 40-foot vehicle at 45 mph. Driving conditions are ideal (dry pavement, good visibility). The least amount of space that you should keep in front of your vehicle to be safe is the distance you travel in:

- a. 3 seconds.
- b. 4 seconds.
- c. 5 seconds.

2. If you are being tailgated you should:

- a. Increase the space in front of your vehicle.
- b. Speed up.
- c. Signal the tailgater when it is safe to pass you.

3. Which of these is a good rule to follow when steering to avoid a crash?

- a. Apply the brakes while turning.
- b. Don't turn any more than needed to clear what is in your way.
- c. Avoid countersteering.

Air Brakes

(3 errors or less, out of 15, to pass)

4. During normal driving, parking and emergency brakes are usually held back by:

- a. Air pressure.
- b. Spring pressure.
- c. Centrifugal force.

5. To check the free play in manual slack adjusters, you need to:

- a. Stop on level ground and apply the brakes.
- b. Park on level ground, chock the wheels and release the parking brakes.
- c. Apply the service brakes by hand and watch the slack adjusters move.

6. Experts do not recommend fanning (on-again, off-again braking) for long downhill runs because:

- a. Air usage is less when fanning.
- b. Brake linings do not get hot when fanning.
- c. The short time off the brakes does not allow the brakes to cool.

Answers: 1.c, 2.a, 3.b, 4.a, 5.b, 6.c

TDU Meets

ATLANTA

Saturday, May 6, 7:30 p.m.
College Park Fire Department
Sullivan Road, College Park, Ga.

ATLANTA PENSION MEETING

Saturday, May 13, 7:30 p.m.
Best Western Atlanta South
I-75 exit 75 or I-675 exit 1

CINCINNATI PENSION MEETING

Saturday, May 6, 1 p.m.
Holiday Inn North, 1125 Sharon Rd.

CLEVELAND PENSION MEETING

Sunday, May 7, 1 p.m.
Cleveland Airport Marriott
4277 West 150th St. (at I-71)

COLORADO

Sunday, April 30, 6:30 p.m.
Log Lane Village Meeting Hall
111 Main St., Ft. Morgan, Colo.

DENVER

Sunday, April 30, 1 p.m. and
Monday, May 1, 7:30 p.m.
Both meetings at:
Western Motor Inn, 4754 Vasquez

JACKSONVILLE

Sunday, April 30, 2 p.m.
Hammond Community Center
3200 block of West 12th St.

LaSALLE-PERU

Tuesday, May 9
Two meetings: 9:30 a.m. & 1:30 p.m.
LaSalle Holiday Inn
1-80 and Illinois 251

MARYLAND

Saturday, May 6, 9:30 a.m.
Holiday Inn Greenbelt
Greenway Center Drive, Greenbelt

NASHVILLE PENSION MEETING

Sunday, May 14, 1:30 p.m.
Days Inn Hotel, 2345 Atrium Way
Briley Parkway and Elmhill Pike

NORTH CAROLINA

Saturday, April 29, 10 a.m.
Holiday Inn North
U.S. 1 off the Beltline, Raleigh, N.C.

SAN FRANCISCO

Saturday, May 13, 10 a.m. — Noon
Potrero Hill Neighborhood House
953 DeHaro St. at Southern Hts. Ave.

VIRGINIA

Sunday, May 7, 9:30 a.m.
Wakefield Recreation Center
Springfield, Va.
Exit 55W (Braddock Rd.) off 495,
west one-quarter mile

WISCONSIN

Saturday, May 6, 12:30 p.m.
Security Savings and Loan
7600 W. Layton, Greenfield, Wis.



Best Damn Organizer Award.

The Phoenix TDU Chapter in April presented an award for the "Best in the West" to Doug Allan, TDU Western organizer, who shared the award with his wife and organizing partner, Mary. Doug and Mary travel the West in their RV, logging thousands of miles each year to organize for TDU.

"All of us who are active in TDU know we are making gains," Doug said, "but sometimes we wonder whether we are appreciated. All it takes is a thank you or a handshake to keep us going. This award will keep us going for a long time. But really, it's all of us working together who make it happen."

Where 's a Union Not Really a Union?—QAT

Our union has begun to act against Ryder System's non-union division, Quality Auto Transport, Inc., in Detroit. The Carhauled Coordinating Committee of TDU distributed a flyer, which resulted April 10 in the largest Local 299 meeting since the contract.

In part, the flyer read:

"Turn out to show Ryder System it can't run non-union in Detroit. Local 299 has begun picketing at Ryder's non-union Quality Auto Transport out of the New Boston railhead. We will encounter obstacles in this fight—lack of communication, court orders, apathy. Both our officers and the members need to see these as hurdles to overcome—not as excuses for inaction. We have many pressure points against Ryder System. We need to be organized and united to use them.

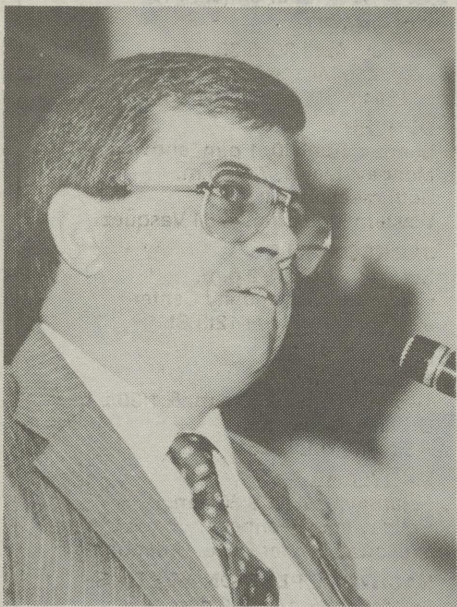
"Our rules for Ryder on the job should be—not one shortcut taken—not one favor given—not one free minute—and, 'you're the boss, you make the decisions.'"

QAT President Donn Whitmer

TDU Shows How to Build Union

Bill Stromatt
Local 728, Yellow Freight
Atlanta

I think I know why so many of us are working under concessions and sell-out contracts. True, the economy has something to do with it, but I feel the fact that our International union officers have not been voted on by the



rank and file and accountable to us has a great deal more to do with it.

They've had a good system set up to keep themselves in office. Up till now, they've been able to buy the votes of those who could keep them in office—the local and joint council officials—by assuring them of big pensions and other favors. This is one reason why TDU was formed, to clean up the union and put the rank and file back in charge. TDU believes in educating rank and file members so they can uphold their rights in the union and on the job.

We encourage all our brothers and sisters to first be good Teamsters, whether they are TDU members or

responded with an injured-sounding letter to CCI's Joe Tripp charging that the CCC "don't seem to have any problem calling people liars while they publish information that is absolutely incorrect." Whitmer claimed the drivers QAT leases from Transportation Unlimited, Inc. of Cleveland have a contract with Production Workers Local 707, which he neglected to mention is in Chicago.

This shady, unaffiliated, so-called union has recently shown up as a front for a raid on Teamster drivers in Las Vegas. In that case, Local 707 (unrelated to IBT Local 707 in New York) is working with Robert Boffa, son and partner of Eugene Boffa.

Robert Boffa recently got out of prison for a labor-racketeering scam a decade ago in which he and his dad cooperated with corrupt union officials, including the Provenzano family of New Jersey, to get substandard contracts for drivers with some of America's most upstanding corporations. It is enough to make you sick.

not. We must keep alive the dreams, ideas and gains of those who fought for our union. Gains such as master contracts that set standards for all workers in basic industries, and a pension plan and health and welfare benefits that offer older workers the dignified retirement they deserve.

When I became a TDU member, I was not made any promises. I was told the only way to win was for the rank and file to get back to democracy, solidarity and union strength. This is what we've been trying to build in the union movement all these generations. TDU is on the right road.

I'd like to encourage all my brother and sister Teamsters who doubt TDU to look a little closer, go to a TDU meeting and see for yourself. We the rank and file will restore our union. With our newly won Right to Vote for our International officers, Majority Rule on contract votes, and TDU, we have the tools we need to build a union we all can be proud to be a part of.

In '89 TDU reached its prime;

In '90 we're strong and mighty;

In '91 changes will be done;

So in '92 the union will belong to you.

If you think TDUs are sincere, please join us.

Ryder Bulletin Coming in May ...

We'll publish a special Ryder bulletin in May:

- Investment bank's confidential assessment: "A 5% reduction in non-driver head count (about 1,000 positions) would save \$30 million."
- Why not cut the million-dollar mansion provided free to Ryder's ex-owner?
- The latest figures from Ryder's annual report.
- Are "voluntary" cut-rate trips legal? How to stop them.
- Did Ralph Thompson lie to Ernie Tusino about Ryder's new lease for owner-operators?
- Western Conference interpretation on meal pay another gift to Ryder.
- Plus corporate lodging. If you've got more, call us quick. (718) 852-9230. In the meantime, hold on to your wallets.

Drivers' Right to Vote on Rider At Auto Convoy Gets Quick Trial

It's a rare occasion to get some of our union and management officials under oath. So we eagerly await the August trial in Nashville of a case in which Auto Convoy drivers are defending their right to vote on a rider that cuts their pay and reduces their seniority. What's at stake in this case is all members' right to vote when management and union officials decide we are too well off.

In the meantime, three top union officials, International Vice President Walter Shea, Atlanta Local 528's Jerry Cook and Oklahoma City Local 886's Charlie Thompson, have voluntarily weighed in on the company's side. Their affidavits in the preliminary hearing April 18 support the company's admitted unilateral imposition of cut-rate pay on ABC dis-

patches. Not to mention a reduction of drivers' bidding rights within Auto Convoy's unique company-wide seniority system.

Forest Guest, Allied Systems' vice president of industrial relations, didn't fare so well in his sworn affidavit, stating, "Trips which would allow for the use of the frozen and competitive rates on the same trip under the rider occur on a very infrequent basis, and this provision of the 1988 rider has a minimal effect on earnings of Auto Convoy drivers."

What Guest left out was, "for the time being." If this is so minor why has Guest fought tooth-and-nail to prevent his employees from getting to vote? We received the affidavits and exhibits in this case just before press time and will provide more details next issue.

A Strong Union, Our Only Defense

continued from page 12

see efforts to use that event for a further attack on conditions.

In the West, PMT employees probably have more shocks ahead as their new owner, Jack Cooper Transport, aims to take away some of the superior conditions PMT has enjoyed.

All of this will be intensified in the coming months as union meetings are suspended, the schedule of grievance panel meetings is thin, and sales of automobiles slow even further.

We will not repeat in detail the steps that can be taken to meet this challenge—stewards council meetings within companies and areas to set policy, coordinate activity and select effective leaders—union policies that unify members instead of divide them, and that educate them rather than confuse them. Some specific ideas are spelled out in other articles in this issue

of *Convoy Dispatch*.

As rank and file members, we cannot control corporate takeover artists, Supreme Court decisions or bad management. That's why our union is so important. Through it we can be informed, unified and organized. Even if the situation is bad, a good union can help us make the best of it. That's why thousands of working carhauled over the years have contributed to the information and coordination efforts of the Carhauled Coordinating Committee.

We'll be part of the rank and file delegation to the 1991 IBT Convention advocating constitutional amendments so members can elect not only our top International officers and pension fund trustees, but the union chairpersons we depend on to negotiate and enforce our contracts.

If you read our bulletins and benefit from our activities in the union and in the courts, shouldn't you join us today?

Carhaul Grievance Panel Meetings

Below is the meeting schedule for the carhaul grievance panels through December. Ohio, Western, Northwest and Southwest have not scheduled meetings at this time. For more information on your panel meetings, contact your local union or the TDU New York office at (718) 852-9230.

National	April 25-27	Aug. 1-3	Oct.				
Central Southern	May 2-4	Aug. 15-17	Oct. 31-Nov. 2				
C/S/E Driveaway	April 28	Sept. 18-20	Dec. 4-5				
Eastern	May 15-17	June 19-21	July 17-21	Sept. 18-20	Oct. 16-18	Nov. 13-15	Dec. 11
Southern	April 3-6	June 6-9	Aug. 22-25	Oct. 9-12	Dec. 4-7		
Michigan Auto	April 12-14	May 16-19	July 18-21	Aug. 28-30	Sept. 24-27	Oct. 24-27	Nov. 28-Dec. 1
Quad City	May 10-11	July 11-13					

A Strong Union Is Our Only Defense

The attack on the carhaul contract described in our previous issue has broadened and increased. Several new management moves are clearly coming in the months ahead. Although several locals and stewards have taken some good steps in response, the kind of overall leadership needed from the top of our union is lacking.

A separate story updates Ryder System's operation of non-union Quality Auto Transport in Detroit (see page 11). Ryder certainly can't be fearful of the union when Jerry Cook of the Southern Conference Grievance Panel grants another hearing to "clarify" a unanimous decision against the company concerning 21 miles pay for Nashville drivers. How long do you think they'd laugh if you asked for a rehearing over a discharge where the panel had made a mistake? Who is Cook working for?

Seeing the treatment Ryder gets, can Gordon Birdsall of Jupiter Transportation be far behind? Union and management officials have told members in Houston that Jupiter bought Safety Carrier, a non-union outfit hauling Mercedes throughout the Midwest on covered-wagon trailers. Like Ryder, Birdsall also got a "clarification hearing" on a grievance he recently lost, dictating that he should pay full

rate on truckaway chassis out of Springfield, Ohio. We don't know who is responsible for this gift to a union buster.

On the driveway front, Birdsall is beginning negotiations on the local-by-local basis allowed in last year's contract. Unless the union adopts a uniform position in these negotiations to prevent Birdsall from using the weakest link against everyone, these negotiations could be a big setback. There has been some good informal communication among terminals, but a union sanctioned meeting of elected representatives from the terminals is overdue. Several BAs say they are for it. What's needed now is some out-front leadership.

Leaseway's Car Carrier Division remains up in the air as the group of corporate takeover artists who took over in 1986 try to take out the maximum profit with the minimum input. If the breakup of NuCar to several buyers goes through, we will certainly



continued on page 11

Carhaul News

East Coast NuCar owner-operators are righteously upset over a bad decision from a grievance panel chaired by Terrytown BA Jim Dorey. It allows the company to require purchase of bobtail insurance even if there is no personal use of the vehicle. The odd thing is a similar proposal was made by management in negotiations last year and not included in the proposed contract. This decision allows management to get through a grievance panel what it could not get in negotiations. That makes it a mid-contract change subject to a membership vote under Article 12 of the IBT Constitution.

NuCar drivers in Albany Local 294 report reprimands for "failure to load" have been given to drivers who had already worked 10.5 hours. Just watch: when a driver falls off a truck in the dark from fatigue, he'll be written up for poor work habits. Management is also forcing drivers to pick three loads at a time. Meanwhile, it's been two years now since the terminal achieved a million accident-free miles and the traditional party is still just a promise.

The consequences are still unfolding at Dixie after last summer's disastrous blunders by Jerry Cook, the union co-chair of the Southern Conference. There are 118 former Dixie owner-operators scraping by on a running-mile contract under the Florida Convoy label. The Chicago terminal has dropped from 23 to 6 drivers. The union is reportedly about ready to sign the worst contract yet with Dixie's rent-a-driver outfit, VMT, which is up to 65 drivers. Pay will be 26 cents a mile up to 1,800 miles, 30 cents from 1,800 to 2,000 miles, and 31 cents over 2,000. There's a one-cent-per-mile bonus for zero damage. The pension is a 7.5% contribution. Insurance is private. Repairing Cook's damage will be a difficult, but high priority item in 1991.

Motor Convoy in Portsmouth Local 822 has a new terminal manager and you know how that can be. Ed Blanton is trying to force people to work up to 15 hours a day and threatening to issue reprimands if they don't. He's hassling drivers over payment of delay times due to a recent blizzard. He'll learn this is not the road to good production. Let's hope it doesn't take long.

Updates and Corrections. The half-rate backhauls that the UAW has negotiated with its one carhaul operation at Norfolk, Va., NuCar are no longer being hauled out of Smyrna, but keep your eyes open. Also, our article on Jacksonville Motor Convoy's local rider negotiations should have said drivers had two waits at a security checkpoint, not two weights.

Is \$30 too Much to Risk on Your Future?

TDU's unwavering pursuit of democratic reforms has resulted in victories for all rank and file Teamsters:

- ✓ The Right to Vote for our top International officers.
- ✓ The right to elect all delegates, from each and every local, to the IBT Convention.
- ✓ Majority Rule on all contract votes, national and local.
- ✓ Protection of the right to a meaningful and informed vote on contracts.
- ✓ A national newspaper and information network to unify all rank and file Teamsters.

Now we must organize so we can use these hard-won reforms to gain bread-and-butter benefits for all Teamsters. What issues are really important to you?

- ☐ Pension improvements, including 30-and-out at any age, cost-of-living increases for retirees, and elected union pension trustees.
- ☐ Electing new International officers who will fight against concessions and for real job security.
- ☐ Organizing the unorganized in a coordinated effort between local unions and the International.
- ☐ My ideas are: _____

This will take an organized movement of rank and file Teamsters. That's TDU. But it will take a bigger TDU to see that it happens and to make it work. Isn't it time you pitched in to help bring on the next wave of victories?

To gain concrete results out of these reforms:

- ☐ Yes, I am willing to risk \$30 to help make it happen.
- ☐ No. I hope it will happen, but I want other Teamsters to do it — \$30 is too much to risk investing in my future.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local Union # _____
(please print)

Address _____

City _____ State or Province _____ Zip _____

Phone () _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other _____

Optional: Spouse's name _____

____ \$30 membership fee for one year's membership & subscription to CONVOY DISPATCH.

____ \$75 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

____ \$15 for spouses; retirees; & Teamsters who gross less than \$12,000 a year.

☐ Check or money order ☐ Cash

☐ Mastercard/Visa: # _____ Exp. date _____ / _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)